



SEMINAR ON AFRICAN WOMEN LEADERSHIP
TUNIS DECEMBER 2nd,3rd,4th 2016

DETAILED REPORT AND RECOMMENDATIONS

Foreword

Inspired by SM Jacqueline Ikollo, queen of Bonendale II in Cameroon, who advocates gender parity in African parliaments, the International Organization for the Advancement of Women (OIAPA) was founded under the Canadian Law of Organizations (Corporations Canada No. 854880-3) in order to take concrete action to achieve this objective. She recruited four other members to form the Board of Directors. They are Anne E Deysine of France, Lise Bourgault of Canada, Sylvie Nomeny of the United States and Shetu Alfa of Nigeria (www.oiapa.org).

Findings: Numerous studies and reports have been carried out in recent years on the low representation of women in politics, particularly on the African continent. On the other hand, there is some improvement in the number of women elected or prioritized on the lists of political parties, but on the other hand, the real influence of women in political bodies is not really effective. The cause, according to these reports, is cultural. Also, the participants in the Tunis seminar confirm the lack of self-confidence, despite their higher education and above all they attest to the sad fact that women are not in solidarity with one another.

Our goal:

To train these African women who wish to be candidates for elective positions by giving them the tools to be concretely and effectively involved in their communities.

Means deployed:

The OIAPA organized an interactive three-day seminar based on the following three themes:

Theme 1: Awareness of the role that African women can and must play in their political, cultural and social environments. (Workshop developed and moderated by Mrs. Anne E Deysine)

Theme 2: Motivate women's leadership so that they become involved in politics, propose solutions for the organization of an election. (Workshop developed and facilitated by Mrs. Lise Bourgault)

Theme 3: Creation of networks of sponsorship and mutual assistance between women (Workshop developed and led by Mrs. Sylvie Nomeny)



External Representatives:

From the Democratic Republic of Congo 2, Côte d'Ivoire 2, Niger 1 and Mauritania 1

General assessment of the Tunis seminar

The opening speech was given by Mrs. Saida Dorra Mahfoudh Draoui, Professor of Sociology at the UN University of Tunis and expert in gender. His message was clear: Tunisian women must support each other if they want to break into politics, free themselves from the fear of judgment and find ways to increase their confidence in them so that one day their influences in politics will become a reality. Ms Bouafia Arem Ep Jezi, the Tunisian partner of the OIAPA, recruited thirty-four women between the ages of 23 and 54 who each paid a fee of \$ 25 CAD. A few participants knew each other, but in general they came from different regions. We formed four groups of eight women to discuss each of the themes in a collegial manner. Afterwards they had to reach a consensus, appoint a rapporteur who, using the microphone, explained to the group the result of their work in workshops. These interactive sessions prove the effectiveness of our method.

External collaborators

Four participants at the Tunis seminar were given the opportunity to win a CAMIQ test entitled "Your attitude is visible". This test allows to analyze the temperament of a person and to give him tracks of improvements according to the answers of each one. In addition, in order to increase their confidence in public speaking, OIAPA has given the Tunisian partner all the equipment necessary for the creation of a Toastmaster club, sponsored by Mrs. Christiane Durand from the Club des Laurentides).

Costs and sponsors

The total cost (travel, meeting room rental, accommodation at Hotel Africa) is \$ 10,000 CAD. The seminar in Tunis was sponsored by the Minister of International Relations and the Francophonie of Quebec, Christine Saint-Pierre, the TFFCAM Foundation of Dr Christopher Fomunyoh, the Honorable Jean Charest, lawyer McCarthy Tétrault, By membership fees from OIAPA and with the support of the Canadian Association of Former Parliamentarians.

Recommendations for the upcoming seminar in The Ivory Coast

- A) Maximum of forty participants to optimize interactive sessions
- B) Ensure that participants:
 - 1) correctly and legibly complete the registration form
 - 2) pay their dues before the seminary
 - 3) master the French language
- C) That a local organization provide the premises to minimize costs.
- D) That the Ivorian partner ensure adequate media coverage

Conclusion

The first seminar resulted in excellent comments from the participants, whose synthesis of their answers is detailed below. Chairperson SM Jacqueline Ikollo welcomed the enthusiasm shown by the women present



who enjoyed meeting other Tunisian women with the same goals as a good start to the creation of a network Assistance.

The Chair wishes to express our sincere thanks to the sponsors who generously supported OIAPA. Finally, she warmly thanked the invaluable contributions of the speakers, Mrs Anne Deysine, Mrs Lise Bourgault and Mrs Sylvie Nomeny, who contributed to the success of this first seminar and the valuable collaboration of Mrs Bouafia, Arem Ep Jezi, our Tunisian partner.

COMPILATION OF PARTICIPANT APPRECIATION FORMS

STATEMENTS	NUMBER OF ANSWERS									
	Scale from 1 (+ down) to 10 (+ high)									
	1	2	3	4	5	6	7	8	9	10
1) The general organization of the seminar	2		1	1	3	5	8	5	2	3
2) The place, the atmosphere, etc.		1	1	2		2	4	10	6	4
3) Costs associated with your participation *	2	1	1	3	6	2	5	3	3	1
4) Workshop theme 1		2				2	6	10	4	6
5) Workshop theme		1	1			2	5	5	8	8
6) Workshop theme 3	1	2	1		1	4	4	7	4	6
7) Speakers **	1		1	1	1	1	4	7	6	7
8) Would you recommend the seminar **	1			1	1	2	5	3	9	7

* Three participants did not respond. ** One participant did not respond.

Comments from participants:

1) The general organization of the seminar

86% were very satisfied with the seminar and appreciated the opportunity to interact with women from other cultures and regions.

18% noted a language problem, days too long and too busy, lack of water and a lack of supervision

2) Location, atmosphere, etc. - The same results as in point 1) are compiled.

3) Costs associated with your participation - One out of 30 respondents felt the costs were too high.

4) 5) 6) Workshops Theme 1, 2 and 3 - No comments were made on the workshops.

7) Speakers - No comments were made on the speakers.

8) Would you recommend the seminar?

90% of the participants would recommend the seminar but note that training is a first opening for them, that three days with such condensed content is not enough and that to go further they would need local guidance in order to involve in their environment. According to them, a post-seminar support is indispensable to the pursuit of their path towards a commitment in politics.

